

Old Age, Disability, Death

First law: 1934.

Current laws: 1951, 1981 (special noncontributory old-age pension), 1990, and 1992.

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 240.5 drachmas.

Coverage

Employees in industry, commerce, and related occupations and certain urban self-employed workers. Employees affiliated with approved occupational and establishment funds providing equivalent benefits are exempt from general system. Special systems for agricultural workers, public employees, and tradesmen and craftsmen. Voluntary coverage for Greeks living abroad.

Source of Funds

Insured person: 6.67% of earnings; 8.87% if in arduous or unhealthy employment.

Employer: 13.33% of payroll; 14.73% if in arduous or unhealthy employment.

Government: 10%.

Maximum earnings for contribution and benefit purposes: 6,069,000 drachmas a year or 14 monthly salaries of 417,500 drachmas.

Qualifying Conditions

Old-age pension: Age 65 (men) and 60 (women) with 4,500 days of contributions. Age 65 (men and women) who first start working after 1993. Age 60 (men) and 55 (women) with 4,500 days of contributions of which at least 3,600 in arduous or unhealthy employment, including at least 1,000 days in last 10 years. Age 62 (men) and 57 (women) and 10,000 days of contribution. Age 58 (men and women) and 10,500 days of contribution. Age 55 (women with dependent and/or disabled children) and 5,500 days of contribution. Reduced pension: Age 50 (women with dependent and/or disabled children) and 5,500 days of contribution. For men and women, age 60 with 4,500 days of contribution.

Benefit is suspended if beneficiary is working and his earnings exceed 50 times minimum wage of unskilled worker. (266,850 drachmas as of 7/1/95)

Payable abroad under reciprocal agreement.

Disability pension: Loss of 80% of normal earning capacity for 100% disability; at least 50% loss for partial disability.

Worker must have 4,500 days of contribution or 1,500 days, including 600 days in 5 years preceding disability.

For those not yet age 21, 300 days required in 5 years preceding disability, with this number gradually increased to 4,200 days by adding 120 work days for each year after age 21.

(Different requirements for persons who start working after 1993.)

Survivor pension: Deceased met disability contribution requirement or was pensioner or eligible for pension at death.

Age 65 (men and women) who first start working after 1993.

Old-Age Benefits

Old-age pension: 30% to 70% of average earnings during last 5 years, varying inversely with earnings level, according to 28 wage

classes, plus 1% of earnings for each 300 days of contribution between 3,300 and 7800 days, and 1.5 to 2.5% (depending on earnings level) for each 300 days beyond 7800. For persons who first start working after 1993, 1.714% of average earnings during last 5 years.

Minimum pension, 86,940 drachmas a month, increased by dependents' supplements.

Pension reduced 0.5% for each month of early retirement.

Dependents' supplements: 7,698 drachmas a month for nonworking wife or dependent disabled husband; 20% of basic pension for first child, 15% for second, 10% for third. (For persons who first start working after 1993, 8%, 10%, and 12% for children, respectively; no dependent supplement for spouse.)

Maximum pension: Earnings on which pension has been calculated. Schedule of payments: 14 per year.

Adjustment: Pensions indexed to pensions of civil servants.

Permanent Disability Benefits

Disability pension: Same as for old-age pension, including supplements. Pension begins after cash sickness benefits end.

Serious disability, loss of 80% of normal earning capacity: full old-age pension.

Ordinary disability, loss of 67-79% of earning capacity: 75% of full old-age pension.

Partial disability, loss of 50-66% of earning capacity: 50% of full old-age pension.

Minimum pension, 86,940 drachmas a month.

Schedule of payments: 14 per year.

Survivor Benefits

Survivor pension: 70% of basic pension of insured, payable to widow or dependent disabled widower. Married 6 months; 2 years if deceased was pensioner; waived if accidental death or child born from marriage. For persons who first start working after 1993, surviving spouse receives 50% of pension; monthly income must not exceed 40 times minimum daily wage, and spouse must be disabled, age 45, or have 2 dependents.

Orphans: 20% of basic pension of insured, or 60% for full orphans, if under age 18 (24 if student, no limit if disabled). For persons who first start working after 1993, each orphan receives 25%.

Grandchild or parent (in absence of above): 20% of pension, or 40% if widowed mother.

Maximum survivor pensions: 100% of pension of insured, or 80% if spouse not a survivor. Minimum: 78,240 drachmas a month.

Funeral grant (under sickness insurance): Lump sum of 130,480 drachmas.

Schedule of payments: 14 per year.

Administrative Organization

Ministry of Health, Welfare, and Social Security, general supervision.

Social Insurance Institute, administration of program through branch offices for most covered workers; managed by governor and tripartite governing body.

Numerous special occupational and establishment funds administer programs for workers exempt from general system.

Sickness and Maternity

First law: 1922.

Current laws: 1951 and 1984 (National Health Service) details not shown).

Type of program: Social insurance system.

Coverage

Employees in industry, commerce, and related occupations and certain urban self-employed workers. Pensioners also covered for medical benefits. Employees affiliated with approved occupational and establishment funds with equivalent benefits exempt from general system. Special systems for agricultural workers (noncontributory old-age pensioners covered for medical benefits) and public employees.

Source of Funds

Insured person: Medical care, 2.55% of earnings; **cash benefits**, .4% of earnings. Pensioner, 4% of pension.

Employer: Medical care, 5.1% of payroll; **cash benefits**, .8% of payroll.

Government: 3.8%.

Maximum earnings for contribution and benefit purposes: 6,069,000 drachmas a year. No ceiling for those who start working after 1/1/95.

Qualifying Conditions

Cash sickness benefit: 100 days of contribution in calendar year preceding illness, or 100 days in last 15 months excluding last quarter.

Cash maternity benefit: 200 days of contribution in last 2 years.

Medical benefits: 50 days of contribution in last year (25 days if nonoccupational accident) or pensioner.

Sickness and Maternity Benefits

Cash sickness benefit: 50% of earnings, plus 10% of benefit for each dependent. Maximum benefit, 8,155 drachmas a day.

Payable after 3-day waiting period for up to 720 days with 1500 days of employment. During 1st month, employer pays difference between cash benefit and worker's earnings.

Cash maternity benefit: 50% of earnings, plus 10% of benefit for each dependent. Minimum benefit, 1,860 drachmas a day.

Payable for up to 56 days before and 56 days after confinement.

Lump-sum maternity benefit: 153,960 drachmas for each child.

Workers' Medical Benefits

Medical benefits: Medical services ordinarily provided directly to patients through facilities of Social Insurance Institute. Includes general and specialist care; care in hospital, sanatorium, or nursing home; medicines; maternity care or delivery grant if care not available; dental care; appliances, and transportation.

Patients charged 25% of pharmaceutical costs and up to 25% of cost of other services (protheses, eyeglasses, etc.) except hospitalization.

Duration: No limit.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured worker.

Administrative Organization

Ministry of Health, Welfare, and Social Security, general supervision.

Social Insurance Institute, administration of program through branch offices for most covered workers. Institute operates own dispensaries, clinics, and hospitals, and also utilizes other public and private facilities.

Numerous special occupational and establishment funds, administer programs for workers exempt from general system.

Work Injury

First law: 1914.

Current law: 1951.

Type of program: Social insurance system.

Coverage

Employees in industry, commerce, and related occupations.

Employees affiliated with approved occupational and establishment funds with equivalent benefits exempt from general system.

Source of Funds

Insured person: None.

Employer: 1% of payroll (2% if employer in noncompliance with occupational safety laws).

Government: None.

Qualifying Conditions

Work-injury benefits: 1 day.

Temporary Disability Benefits

Temporary disability benefit: 50% of earnings, plus 1.5 times minimum daily wage for wife and 1 minimum daily wage (3,839 drachmas) for each child up to 3. Payable for 720 days after 3-day waiting period (paid retroactively to first day if disability continues).

Permanent Disability Benefits

Permanent disability pension: At least 50% disabled, full old-age pension.

Workers' Medical Benefits

Medical benefits: Same as for ordinary sickness above, except no cost-sharing by patient.

Survivor Benefits

Survivor pension: Same as for survivor pensions above.

Administrative Organization

Ministry of Health, Welfare, and Social Security, general supervision.

Social Insurance Institute, administration of program through branch offices for most covered workers.

Numerous special occupational and establishment funds, administer programs for workers exempt from general system.

Unemployment

First law: 1945.

Current law: 1994.

Type of program: Social insurance system.

Coverage

Employees in industry, commerce, and related occupations.

Special systems for seamen and printing workers.

Source of Funds

Insured person: 1.33% of earnings.

Employer: 2.67% of payroll.

Government: None.

Maximum earnings for contribution and benefit purposes: 6,069,000 drachmas a year.

Qualifying Conditions

Unemployment benefit: 125 days of contribution in last 14 months, excluding working days in last 2 months (for 1st-time beneficiary, also 80 days in each of last 2 years).

Capable of earning at least 1/3 of wages of similar worker, available for work, and registration at employment office. Unemployment not due to voluntary leaving, dismissal for misconduct, or refusal of suitable offer or prescribed training (disqualification usually permanent).

Unemployment Benefits

Unemployment benefit: 40% of wages, or 50% of salary.

Minimum, 66-2/3% of wage of unskilled worker.

Dependents' supplements: 10% of earnings for each dependent.

Payable after 6-day waiting period for maximum of 12 months.

Administrative Organization

Ministry of Labor, general supervision.

Manpower Employment Organization, administration of benefits and employment service through local employment offices; managed by tripartite board.

Social Insurance Institute, collection of contributions.

Maximum earnings for contribution and benefit purposes: 6,069,000 drachmas a year.

Qualifying Conditions

Family allowances: Child must be under age 18 (no limit if disabled, 22 if student).

Parent must have had 50 days of employment in preceding year for full allowances.

Family Allowance Benefits

Family allowances: Benefits vary inversely according to level of income: For one child, from 1,300 drachmas per month for annual income of 1,700,00 drachmas or less, down to 900 drachmas a month for annual income of 2,400,000 drachmas or above; for 2 children, from 4,450 drachmas for income of 1,700,00 drachmas or less, down to 2,900 drachmas for annual incomes of 2,400,000 drachmas and above; for three children, from 9,650 drachmas for incomes of 1,700,000 drachmas or less, down to 5,490 drachmas for annual incomes of 2,400,000 drachmas and above; for four children, from 11,000 drachmas for incomes of 1,700,000 drachmas or less, down to 7,370 drachmas for annual incomes of 2,400,000 drachmas and above. For five children from 13,500 drachmas for incomes of 1,700,000 drachmas or less, down to 9,870 drachmas for annual incomes of 2,400,000 drachmas and above; and for six or more children, from 16,000 drachmas for incomes of 1,700,000 drachmas or less, down to 12,370 drachmas for annual incomes of 2,400,000 drachmas and above.

Administrative Organization

Ministry of Labor, general supervision.

Manpower Employment Organization, administration of allowances through local offices.

Social Insurance Institute, collection of contributions.

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Family Allowances

First and current law: 1958.

Type of program: Employment-related system.

Coverage

Employees in industry, commerce, and related occupations, with 1 or more children.

Employees receiving equivalent allowances from employer exempted.

Source of Funds

Insured person: 1% of earnings.

Employer: 1% of payroll.

Government: None.